ORDINANCE NO: 2154

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, SETTING 2002 AND 2003 SALARIES FOR REGULAR AND SUPPLEMENTAL EMPLOYEES REPRESENTED BY THE WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES, LOCAL 21-RD (AFSCME)

WHEREAS, the City of Redmond recently completed labor contract negotiations with the Washington State Council of County and City Employees, representing Parks and Public Works maintenance employees; and,

WHEREAS, it is necessary to amend Pay Plan A to put into effect the negotiated salary increases agreed to through the collective bargaining process; now, therefore,

THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, DOES ORDAIN AS FOLLOWS:

Section 1. Effective January 1, 2002, Pay Plan "A" – AFSCME covering all employees in the AFSCME bargaining unit is hereby amended to grant a retroactive 3.51 percent across-the-board increase to employees' salaries over those salaries in effect on December 31, 2001, as adopted by Ordinance No. 2103. Salary ranges in the "A" – AFSCME Pay Plan will be increased by the same percentage. The amended pay plans for regular and supplemental employees are attached as Attachments "A" and "B" and are incorporated herein as if set forth in full.

Section 2. Effective January 1, 2003, Pay Plan "A" – AFSCME covering all employees in the AFSCME bargaining unit is hereby amended again to grant a 1.5

percent across-the-board increase to employees' salaries over those in effect on December 31, 2002, as described in Section 1. Salary ranges in the "A" – AFSCME Pay Plan will be increased by the same percentage. The amended Pay Plans for regular and supplemental employees are attached as Attachments "C" and "D" and are incorporated herein as if set forth in full.

Section 3. If any section, sentence, clause or phrase of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this ordinance.

Section 4. This Ordinance, being an administrative action, is not subject to referendum and shall take effect five days after its publication, or publication of a summary thereof, in the City's official newspaper.

CITY OF REDMOND

MAYOR ROSEMARIE IVES

ATTEST/AUTHENTICATED:

Sandra A. Marin CITY CLERK, BONNIE MATTSON

APPROVED AS TO FORM OFFICE OF THE CITY ATTORNEY:

FILED WITH THE CITY CLERK:

PASSED BY THE CITY COUNCIL:

SIGNED BY THE MAYOR:

PUBLISHED:

EFFECTIVE DATE:

ORDINANCE NO.: 2154

March 14, 2003

March 18, 2003

March 18, 2003

March 21, 2003 March 26, 2003

PAY PLAN "A" AFSCME

(For classifications covered by the Washington State Council of County and City Employees Local 21-RD bargaining unit) CLASSIFICATION ALIGNMENT/PAY SCHEDULE

Effective: January 1, 2002

Title	Pay Grade	Low	Mid	High
	0	\$1,787	\$1,966	\$2,145
	1	\$1,882	\$2,071	\$2,259
	2	\$1,980	\$2,178	\$2,376
	3	\$2,087	\$2,296	\$2,505
	4	\$2,208	\$2,429	\$2,649
Maintenance Aide	5	\$2,332	\$2,564	\$2,796
Maintenance Custodian Central Stores Clerk Parks Ranger	6	\$2,463	\$2,709	\$2,954
	7	\$2,604	\$2,866	\$3,128
	8	\$2,750	\$3,025	\$3,300
	9	\$2,907	\$3,199	\$3,490
	10	\$3,075	\$3,383	\$3,691
Maintenance Technician	8/11	\$2,750	\$3,406	\$4,061
Equipment Maintenance Technician Mechanic	12	\$3,438	\$3,867	\$4,296
Water Quality Technician Senior Mechanic Lead Maintenance Worker	13	\$3,634	\$4,088	\$4,542
Traffic Signal Technician	14	\$3,843	\$4,324	\$4,804
Lead Water Quality Technician Lead Traffic Signal Technician	15	\$4,075	\$4,583	\$5,091

SUPPLEMENTAL PAY PLAN "A" AFSCME

(For classifications covered by the Washington State Council of County and City Employees Local 21-RD bargaining unit) CLASSIFICATION ALIGNMENT/PAY SCHEDULE

Effective: January 1, 2002

Hourly Rate

Title	Pay Grade	Low	Mid	High
	0	\$8.24	\$9.79	\$11.34
	1	\$8.68	\$10.32	\$11.94
	2	\$9.14	\$10.85	\$12.57
	3	\$9.63	\$11.43	\$13.24
	4	\$10.19	\$12.10	\$14.01
Maintenance Aide	5	\$10.77	\$12.78	\$14.80
Maintenance Custodian Central Stores Clerk Parks Ranger	6	\$11.37	\$13.50	\$15.63
	7	\$12.02	\$14.27	\$16.53
	8	\$12.69	\$15.08	\$17.45
	9	\$13.41	\$15.93	\$18.44
	10	\$14.19	\$16.86	\$19.52
Maintenance Technician	8/11	\$12.69	\$15.08	\$17.45
Equipment Maintenance Technician Mechanic	12	\$15.87	\$18.84	\$21.81
Water Quality Technician Senior Mechanic Lead Maintenance Worker	13	\$16.77	\$19.92	\$23.07
Traffic Signal Technician	14	\$17.74	\$21.07	\$24.39
Lead Water Quality Technician Lead Traffic Signal Technician	15	\$18.81	\$22.34	\$25.86

PAY PLAN "A" AFSCME

For classifications covered by the Washington State Council of County and City Employees Local 21-RD bargaining unit)

CLASSIFICATION ALIGNMENT/PAY SCHEDULE Effective: January 1, 2003

Title	Pay Grade	Low	Mid	High
	0	\$1,814	\$1,996	\$2,177
	1	\$1,910	\$2,102	\$2,293
	2	\$2,010	\$2,211	\$2,412
	3	\$2,118	\$2,331	\$2,543
	4	\$2,241	\$2,465	\$2,689
Maintenance Aide	5	\$2,367	\$2,603	\$2,838
Maintenance Custodian Central Stores Clerk Parks Ranger	6	\$2,500	\$2,749	\$2,998
	7	\$2,643	\$2,909	\$3,175
	8	\$2,791	\$3,071	\$3,350
	9	\$2,951	\$3,247	\$3,542
	10	\$3,121	\$3,434	\$3,746
Maintenance Technician	8/11	\$2,791	\$3,457	\$4,122
Equipment Maintenance Technician Mechanic	12	\$3,490	\$3,925	\$4,360
Water Quality Technician Senior Mechanic Lead Maintenance Worker	13	\$3,689	\$4,150	\$4,610
Traffic Signal Technician	14	\$3,901	\$4,389	\$4,876
Lead Water Quality Technician Lead Traffic Signal Technician	15	\$4,136	\$4,652	\$5,167

SUPPLEMENTAL PAY PLAN "A" AFSCME For classifications covered by the Washington State Council of County and City Employees Local 21-RD bargaining unit)

CLASSIFICATION ALIGNMENT/PAY SCHEDULE

Effective: January 1, 2003

Hourly Rate

Title	Pay Grade	Low	Mid	High
	0	\$8.37	\$9.94	\$11.51
	1	\$8.82	\$10.47	\$12.12
	2	\$9.28	\$11.02	\$12.76
	3	\$9.77	\$11.61	\$13.44
	4	\$10.34	\$12.28	\$14.22
Maintenance Aide	5	\$10.93	\$12.98	\$15.02
Maintenance Custodian Central Stores Clerk Parks Ranger	6	\$11.54	\$13.70	\$15.87
	7	\$12.20	\$14.49	\$16.78
	8	\$12.88	\$15.30	\$17.71
	9	\$13.62	\$16.18	\$18.73
	10	\$14.41	\$17.11	\$19.81
Maintenance Technician	8/11	\$12.88	\$15.30	\$17.71
Equipment Maintenance Technician Mechanic	12	\$16.11	\$19.13	\$22.15
Water Quality Technician Senior Mechanic Lead Maintenance Worker	13	\$17.03	\$20.22	\$23.41
Traffic Signal Technician	14	\$18.01	\$21.38	\$24.76
Lead Water Quality Technician Lead Traffic Signal Technician	15	\$19.09	\$22.67	\$26.25